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26 April 1979

MEMORANDUM FOR: Director of Central Intelligence  
VIA: Deputy Director of Central Intelligence  
FROM: Don I. Wortman  
Deputy Director for Administration  
SUBJECT: Employee Parking  
REFERENCE: Draft OMB Circular on Employee  
Parking dated 6 April 1979

1. Action Requested: This memorandum is in response to the OMB Circular proposing to charge all Federal employees for parking and contains a recommendation in paragraph 8.

2. Background: This Agency has been given the opportunity to express views on the draft employee parking circular proposed by OMB. The circular describes general policy, attempts to answer specific questions, is very positive in tone, and clearly indicates that little change is expected unless consistent with the President's goals to conserve energy. The major points made in the circular are:

a. Parking fees will be established at all Federal installations based on the fair monthly rental value of the parking space.

b. Authority to establish charges for parking spaces is contained in the Federal Property and Administration Act, as amended, 40 U.S.C. 490.

c. The Administrator of GSA will determine the rate to be charged for Government-furnished employee parking at each facility. GSA will determine rates by 1 September 1979. Charges will go into effect on 1 October 1979. For the initial period, 1 October 1979 to 30 September 1981, charges will be 50 percent of the full rate. Full charges will be collected after 1 October 1981.

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d. The parking rate will not be less than the fair rental value used in calculating the Standard Level User Charge (i.e., the rent GSA now charges the Agency for parking areas at headquarters and other Agency-occupied leased space) and any direct costs associated with management of parking facilities.

e. Where rental value is less than \$10 per month, the fee may be waived by the head of the agency.

f. Where no charge is levied, an agency is required to develop and implement affirmative plans for maximizing carpooling and vanpooling among employees.

3. Because of the importance of this issue to each employee, we have solicited the views of each Directorate. As expected, the responses were more emotional than logical, but clearly reflect the employee feeling that parking fees at Headquarters and outlying buildings are a punitive charge and not an effective means of conserving energy. Over and over, the point is made that the vast majority of employees do not have access to reasonable public transportation. Carpooling is appreciated as a reasonable means of conserving energy, but these have proven difficult to organize and maintain. Employee cover problems limit carpool participation and, in fact, it has been Agency policy not to encourage personnel under cover to regularly ride public transportation to overt Agency buildings. In addition, because of both operational reasons and widely dispersed Agency facilities, employees are encouraged to use their own cars for official transportation during the working day. This is particularly significant since the circular applies nationwide and will affect employees assigned to our [redacted]

[redacted] and each of our [redacted] Personnel are looking to senior management to make the best case for waiver or exemption from parking fees for as many personnel as possible.

4. After reviewing the OMB circular and taking into consideration views of Agency employees, there are two primary options open for response to the OMB circular:

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a. Endorse the purpose of the circular with respect to personnel employed at Federal facilities located in urban areas (i.e., downtown Washington, Rosslyn, Crystal City, etc., and in other major U.S. cities) but request a waiver or exemption for personnel employed in facilities located in outlying areas. This is consistent with the position taken by the Agency in response to OMB's previous draft circular on this same issue in May 1972.

b. Endorse the proposal as issued for all employees, with a request for some flexibility in administering due to unique cover and operational characteristics of Agency employment.

Based on comments above with respect to public transport, carpooling, and cover considerations, option (a) appears in the best interest of the employee and of the Agency. To these factors, we must also consider that employees in outlying areas, particularly [redacted] will take to the streets and merchant-provided parking in the local areas in defiance of payment. Such action will result in harassment of our neighbors, bring on new parking restrictions in the area, and be a continuing source of discontent. Employee ingenuity, when faced with a challenge, will be difficult to control.

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5. Attachments A and B reflect the number of employees, parking spaces, and locations in the Metropolitan Washington Area where (1) parking is provided at no cost and (2) where commercial rates apply. As reflected in Attachment B, the impact of option (a) will be on employees assigned to 2430 "E" Street, N.W., Community Headquarters Building, and NPIC. Under the present guidelines, it is unrealistic to expect a waiver for these urban employees competing with personnel from other agencies for parking in downtown locations. While GSA will not establish firm rates until 1 September, they have informally advised that, based on present SLUC rates, the charges for the first two are expected to rise from the current free status to the commercial rate of \$68 per month. NPIC, also free at present, is expected to reach \$30 per month. Personnel assigned to other urban Agency facilities are already paying commercial rates as indicated in Attachment B.

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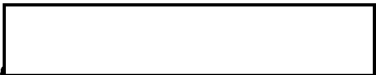
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6. Option (b), acceptance without comment, may not have an immediate impact on parking fees for employees located in the Headquarters building and other outlying areas for the time being, since the charges to be established are expected to be under \$10 and subject to waiver at your discretion. However, once accepted in principle, it is likely that fees will rise in excess of \$10 at a later date, effectively tying our hands on any appeal. Acceptance of this option will have a serious effect on morale since the perception will reflect lack of senior management support for the employee.

7. Either option will involve significant increases in manpower now devoted to managing our parking facilities. In this age of tight budgets and personnel ceilings, there is no way to absorb the administrative cost of managing parking without augmenting current manpower. Cover and security require that the Agency manage its own fee collection program. OMB's contention that these costs can be absorbed without impact is incorrect.

8. Recommendation: Based on the lack of public transport, security and cover considerations for employees using carpools and public transportation, and the emotional--but real and deep-seated--feelings of employees, it is recommended that the Agency maintain the position previously established and follow option (a). With your approval, I will prepare and forward appropriate comments to OMB.

   
Don I. Wortman  
Deputy Director  
for  
Administration

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